



Equitas Staffing

Carbon Reduction Plan

Introduction:

Equitas Staffing was founded with a commitment to providing round-the-clock care while promoting the independence of healthcare staff. As we continue our mission, we recognize the importance of sustainability and our responsibility to reduce our carbon footprint. This Carbon Reduction Plan outlines our initial steps to contribute to environmental conservation in line with industry averages and best practices.

Baseline Assessment:

Before setting specific targets, we need to establish a baseline assessment of our current carbon emissions. This will include an analysis of our energy consumption, transportation, waste management, and other relevant factors. This assessment will serve as a reference point to measure our progress.

Monitoring and Reporting:

Regularly monitor and report on progress toward achieving these targets. Equitas Staffing will establish a Sustainability Committee responsible for tracking and reporting on key performance indicators related to carbon reduction.

Staff Engagement:

Engage and educate staff about the importance of carbon reduction and encourage their active participation in achieving the goals. Consider setting up a rewards program for employees who actively contribute to sustainability efforts.

Communication:

Regularly communicate our carbon reduction efforts to all stakeholders, including caregivers, patients, and the wider community. Transparency is essential in building support and trust.

Conclusion:

Equitas Staffing is committed to providing "fine care" not only to our patients but also to the environment. We understand the importance of reducing our carbon footprint, and this initial Carbon Reduction Plan is the first step in our journey towards a more sustainable future. We will continually assess, adapt, and improve our efforts to align with industry averages and best practices for carbon reduction.

Equitas Staffing

Publication date: 1 November 2025

Equitas Staffing. Net Zero Commitment by 2040

At Equitas Staffing, we are committed to ensuring that our operations have a minimal impact on the environment. We recognize the urgency of addressing climate change and its far-reaching implications. To align with global efforts to combat climate change, we pledge to achieve net-zero carbon emissions by the year 2040. This commitment encompasses every aspect of our organization and reflects our dedication to creating a sustainable and healthy future.

Our Net Zero Commitment by 2040:

1. **Carbon Emission Reduction:** We will implement a comprehensive carbon emission reduction strategy that aligns with industry best practices. This strategy will focus on minimizing greenhouse gas emissions from our operations, with the ultimate goal of reaching net-zero emissions by 2040.
2. **Energy Transition:** Equitas Staffing will transition to 100% renewable energy sources for our operations. We will invest in renewable energy technologies and energy efficiency measures to reduce our reliance on fossil fuels.
3. **Carbon Offset Initiatives:** We will engage in carbon offset programs to compensate for emissions that cannot be completely eliminated. These initiatives will include afforestation and reforestation projects, as well as investments in renewable energy and clean technology.
4. **Sustainable Transportation** Equitas Staffing will continue to reduce emissions associated with our transportation activities. This includes adopting low-emission or electric vehicles for our fleet, promoting carpooling, and encouraging the use of public transportation and telecommuting.
5. **Waste Minimization:** We will strive to achieve zero waste by 2040, with a focus on reducing, reusing, and recycling. This will involve responsible waste management practices throughout our organization.

6. Educational Initiatives: Equitas Staffing will educate and engage our staff, caregivers, and patients in sustainability practices. We will provide training and resources to promote eco-friendly behaviors and responsible choices.
7. Continuous Improvement: We will continually assess our progress and update our carbon reduction plan to meet evolving environmental standards and targets.

Monitoring and Reporting:

To maintain transparency and accountability, Equitas Staffing will establish a dedicated Sustainability Committee responsible for tracking, reporting, and verifying our progress toward net-zero emissions. Regular reports on key performance indicators will be shared with our stakeholders and the wider community.

Collaboration:

We will actively collaborate with our suppliers, partners, and the broader healthcare industry to advance sustainable practices and create a collective impact on carbon reduction.

Communication:

We are committed to transparent and open communication about our net-zero journey. We will regularly update our caregivers, patients, and the community on our progress and the steps they can take to support our commitment.

By making this Net Zero Commitment, Equitas Staffing. aspires to be a leader in our industry and contribute to a more sustainable future for the planet. We understand the importance of mitigating climate change, and we are determined to play our part in achieving a net-zero carbon footprint by 2040.

Baseline Year: Jan – Dec 2025
Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Our business procedures and operations do not generate emissions within Scope 1. In line with our commitment, we diligently monitor and pledge to transparently report any changes that may arise.
Scope 2	Our offices have been asserted to be green certified by the landlord, and we have formally requested a corresponding green certificate. Presently, our utility bills lack kWh readings, a matter that has been brought to the attention of the landlord. We commit to incorporating precise data in future iterations of this document as soon as it becomes available.
Scope 3 (Included Sources)	

Current Emissions Reporting

Current Year: Jan – Dec 2025	
Current year emissions:	
EMISSIONS	TOTAL (tCO2e)
Scope 1	Our business procedures and operations do not generate emissions within Scope 1. In line with our commitment, we diligently monitor and pledge to transparently report any changes that may arise.
Scope 2	Our offices have been asserted to be green certified by the landlord, and we have formally requested a corresponding green certificate. Presently, our utility bills lack kWh readings, a matter that has been brought to the attention of the landlord. We commit to incorporating precise data in future iterations of this document as soon as it becomes available.
Scope 3 (Included Sources)	Narratives
Total Emissions	27.8920
Reporting Year: Jan – Dec 2025	

Emission Reduction Target and Project

Target:

Equitas Staffing commits to achieving a 50% reduction in our carbon emissions by the year 2030 compared to our baseline emissions. This ambitious target is in line with our ultimate goal of reaching net-zero emissions by 2040.

Project Overview:

To meet this target, Equitas Staffing will embark on a comprehensive Emission Reduction Project that focuses on various aspects of our operations. This project will encompass the following key initiatives:

1. Energy Efficiency Upgrades:

Objective: Reduce energy consumption and associated carbon emissions.

Actions:

- Conduct an energy audit to identify areas for improvement.
- Upgrade to energy-efficient lighting, heating, ventilation, and air conditioning (HVAC) systems.
- Implement smart building automation systems to optimize energy use.
- Encourage staff to turn off lights, computers, and equipment when not in use.

2. Renewable Energy Transition:

Objective: Shift to 100% renewable energy sources to minimize emissions.

Actions:

- Install solar panels or purchase renewable energy from local providers.
- Explore energy storage solutions to ensure a continuous and sustainable power supply.
- Monitor and report on the transition to renewable energy to ensure accountability.

3. Sustainable Transportation:

Objective: Reduce carbon emissions associated with our transportation activities.

Actions:

- Transition to a fleet of electric or low-emission vehicles.
- Promote carpooling among staff and caregivers.
- Encourage the use of public transportation, biking, and walking for commuting.
- Introduce a telecommuting program to reduce the need for physical travel.

4. Waste Reduction and Recycling:

Objective: Achieve zero waste by minimizing and responsibly managing waste.

Actions:

- Implement a comprehensive recycling program.
- Source eco-friendly office supplies to reduce waste.
- Educate and engage employees on responsible waste management.
- Evaluate the potential for composting organic waste.

5. Sustainable Practices Promotion:

Objective: Encourage staff, caregivers, and patients to adopt eco-friendly behaviors.

Actions:

- Develop and deliver training modules on sustainable caregiving practices.
- Provide incentives for caregivers who implement sustainability measures in their work.
- Educate patients and their families on sustainable healthcare practices.

6. Carbon Offset Initiatives:

Objective: Offset remaining emissions through various projects.

Actions:

- Invest in afforestation and reforestation projects.
- Support renewable energy and clean technology initiatives.
- Partner with recognized carbon offset organizations.
- Monitor and verify the effectiveness of offset projects.

7. Monitoring and Reporting:

To track and evaluate our progress, Equitas Staffing will establish a Sustainability Committee responsible for ongoing monitoring and reporting. Regular updates will

be provided to stakeholders, staff, and the community to ensure transparency and accountability.

This Emission Reduction Project represents our commitment to environmental sustainability and reducing our carbon footprint. It is a vital step toward achieving our net-zero emissions goal by 2040, and we are determined to make significant progress in the coming years.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Christian Walshe

Managing Director